

**TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT
FOR MIDWIFERY ANALYST**

FOR UNFPA BANGLADESH	
Hiring Office:	UNFPA Bangladesh Country Office
Purpose of consultancy:	<p>Quality midwifery education and services is the priority area in the country to address the maternal, neonatal and adolescent health. UNFPA supports Bangladesh to ensure the continued need for professional midwives as its flagship programme to improve maternal and new-born health outcomes.</p> <p>Strengthening the National Midwifery Programme particularly quality education along with clinical practice sites is being implementing by the Directorate General of Nursing and Midwifery (DGNM), Bangladesh Nursing and Midwifery Council and relevant Implementing Partners with the objective to increase number of international standard competent midwives. Extensive technical support to the Government is needed towards quality midwifery education and creating an enabling environment for midwifery-led continuum of care.</p> <p>The National Consultant, Midwifery, under the overall guidance and supervision of International Midwifery Specialist, UNFPA Bangladesh, will support the Bangladesh Nursing and Midwifery Council and Director General of Nursing and Midwifery in respond to the needs of the production of the ICM standards competent midwives and will provide technical support as per ToR for further strengthening the quality midwifery education in Bangladesh.</p>
Scope of work: <i>(Description of services, activities, or outputs)</i>	<p>Under the overall supervision and management of International Midwifery Specialist, the incumbent is responsible for supporting the implementation of the quality midwifery education and attached clinical practice sites and coordinate with other relevant midwifery Implementing Partners and donors.</p> <p><u>Support to Policy Advisory and Programme Implementation</u></p> <ul style="list-style-type: none"> ● Coordinate closely with the MoHFW, DGNM, DGHS, DGFP, BNMC, BMS and provide technical support for the effective and efficient implementation of the quality midwifery education as per National Midwifery Action Plan and Government priority. ● Assist in organizing advocacy events to promote the midwifery profession ● Provide support to review and regular tailor-made inputs into the midwifery education programme to effectively implement it in project intervention areas ● Provide support to follow up of the quality midwifery education in accordance with the Accreditation of midwifery educational institutions. <p><u>Technical support and capacity building</u></p> <ul style="list-style-type: none"> • Provide technical support to DGNM to ensure quality midwifery education in line with the accreditation process at the national, divisional, and district levels • Provide technical support and facilitate to planning and implement the capacity building of the faculty and

	<p>managers at divisional and district level institutions</p> <ul style="list-style-type: none"> • Regularly monitor the midwifery students and midwifery faculty, assess their competency level, identify areas that needs improvement and develop an action plan accordingly • Support the midwifery pre-service and in-service educational programme including strengthening the accreditation process in line with quality midwifery education • Coordinate, participate, and provide technical input to develop and implement a plan on how to minimize the theory-practice gap and improve the students clinical practice sites • Support the licensing and re licensing processes and provide support for continuing education • Monitoring and supervision of midwifery educational sites and attached clinical midwifery practice sites • Maintain official information data sheets on midwifery education and services • Coordinate with and support the BNMC, Bangladesh Midwifery Society (BMS) and other relevant stakeholders for the purpose of strengthening quality midwifery education • Represent, participate and provide technical input in relevant stakeholders meeting and workshops • Regular field visit to ensure effective and efficient implementation of the project activities • Carry out any other assigned work given by the supervisor or higher authority. <p><u>Knowledge Management</u></p> <ul style="list-style-type: none"> • Prepare and ensure good quality of reports for the Country Office/Regional Office/ Head Quarter • Prepare and maintain a set of briefing notes, project summary, fact sheets and other documents about her/his portfolio • Facilitate exchange of information, good practices and lessons within/outside UNFPA • Participate in knowledge gathering regarding midwifery services. <p>The consultant will be part of the UNFPA SRH Team under the direct supervision of the International Midwifery Specialist and overall direction and guidance by the Chief of Health</p>
Duration:	The Consultant will be recruited for 11 months
Place where services are to be delivered:	The services are to be delivered from within Bangladesh
Delivery dates and how work will be delivered (e.g., electronic, hard copy etc.):	A work plan will be developed in consultation with the International Midwifery specialist, national Midwifery Officer and the Chief of Health and will perform planned responsibility accordingly. The monthly payment will depend on submission of report every month.
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	Periodical progress report will be submitted to International Midwifery Specialists.
Supervisory arrangements:	The Consultant will work under the overall guidance of the Chief of Health, and direct supervision of International Midwifery Specialist and in close collaboration with the midwifery unit.

Expected travel:	UNFPA will pay any work-related travel within the country
Required expertise, qualifications and competencies, including language requirements:	<p>Education</p> <ul style="list-style-type: none"> • Master’s degree in Midwifery or Women’s Health and Midwifery Nursing or Nursing or International Health or relevant fields • Registered by the Bangladesh Nursing and Midwifery Council. <p>Knowledge and Experience</p> <ul style="list-style-type: none"> • Minimum of 10 years of relevant professional experience in midwifery education and services, governance, consultation, administration, or management • Prior experience of working in multi-stakeholder environment including NGOs bilateral and multilateral agencies • Knowledge of quality midwifery education, administration, legislation and regulation • Knowledge about UN common programming principles including Human Rights Based Approach Proven knowledge and technical expertise in health • Working experience to work with UNFPA or other UN organization • Understanding of the Midwifery profession and its social and economic implications • Proven ability to work with the Government (at the central as well as local levels) • Demonstrate analytical and strategic planning skills • Proficient in MS Office Operations, internet, etc. <p>Values</p> <ul style="list-style-type: none"> • Exemplifying integrity • Demonstrating commitment to UNFPA and the UN System • Embracing cultural diversity • Embracing change <p>Core Competencies</p> <ul style="list-style-type: none"> • Achieving results • Being accountable • Developing and applying professional expertise/ business acumen • Thinking analytically and strategically • Working in teams/ managing ourselves and our relationship • Communicating for impact <p>Functional Skill Set</p> <ul style="list-style-type: none"> • Advocacy/ Advancing a policy-oriented agenda • Leveraging the resources of national governments and partners/ building strategic alliances and partnerships • Delivering results-based programmes • Internal and external communication and advocacy for results mobilization <p>Languages Fluency in English and Bangla is required</p> <p>The consultant will be hired as a Senior Consultant, Midwifery and remuneration will be paid equivalent to NOB level.</p>

<p>Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:</p>	<p>Office space will be provided at DGNM.</p>
<p>Other relevant information or special conditions, if any:</p>	<ol style="list-style-type: none"> 1. The tools, report or documents or any part, cannot be sold, used, or reproduced in any manner without the prior written approval of UNFPA 2. No additional payment will be provided other than what is contracted 3. Working arrangement will be 40 hours/week
<p>Application instruction:</p>	<p>Applicants with the required qualifications and experience stated above (Required expertise, qualifications, and competencies, including language requirements) should submit a copy of curriculum vitae (CV) with a cover letter.</p> <p>Please submit your application electronically to the following email ID: rara@unfpa.org. In the subject of the email mention the name of the position.</p> <p>Note: Only shortlisted candidates will be contacted for further consideration.</p> <p>The application deadline is 22 July 2022</p> <p style="text-align: center;">Female candidates are encouraged to apply.</p>